



APPRENTICESHIP

INSIDER

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Connecting Education, Industry, and Opportunity: Highlights from the 2025 M-DCPS Workforce Development Symposium

In partnership with the Phillip and Patricia Frost Museum of Science, the *2025 M-DCPS Workforce Development Symposium: Career Pathways to a Successful Tomorrow* brought together leaders from education, industry, and workforce development to showcase how collaboration fuels a stronger, more job-ready Miami-Dade. The event was opened by Superintendent of Schools Dr. José L. Dotres, followed by powerful keynote remarks from Mr. Rick Beasley, Executive Director of CareerSource South Florida, who emphasized aligning education with labor-market demand and reminded attendees that workforce development “isn’t just about jobs; it’s about opportunity.”

His remarks set the tone for a dynamic event focused on creating clear, supported pathways from education to employment.

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M-DCPS
YOUR BEST CHOICE



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Connecting Education, Industry, and Opportunity: Highlights from the 2025 M-DCPS Workforce Development Symposium

Moderated by Dr. Cadian Collman, the first discussion highlighted the vital role of dual enrollment in helping students build technical skills and earn industry-recognized credentials before graduation. Panelists included Mr. Yaset Fernandez, Director of Miami Lakes Technical College and Principal of Miami Lakes Educational Center; Dr. Bridget McKinney, Principal of Miami Carol City Senior High School; Mr. Nelson Gonzalez, Principal of Miami Springs Senior High School; and Ms. Alyssa Tapia, Principal of George T. Baker Aviation Technical College. Together, they emphasized the power of partnership between high schools and technical colleges in helping students transition smoothly into postsecondary programs and the workforce—particularly in high-demand industries like health sciences, aviation, and automotive technology. Their discussion underscored how OPCTE’s dual-enrollment structure is opening doors for students to earn both high-school and college credits, gain certifications, and step confidently into high-skill, high-wage careers.

The conversation continued with a second panel moderated by Maria D. Gutierrez, Executive Director of Professional and Career Technical Education, which explored how registered apprenticeships prepare students for lifelong success through paid, hands-on learning. The panel featured Mr. Juan Aleman, apprenticeship graduate and Corporate Service and Body Shop Director at Bomnin Automotive Group; Mr. Christopher Churchman, current apprentice with Kelly Tractor Company; Ms. Tatiana Salazar, Product Support Services Manager at Kelly Tractor Company; and Mr. Frank Portuondo, Diesel Systems Technology Instructor at Robert Morgan Technical College. Collectively, they shared how collaboration between educators, mentors, and employers is cultivating a highly skilled, industry-aligned workforce ready to meet South Florida’s evolving economic needs. Their insights illustrated the value of apprenticeship as both an education strategy and a business solution,

one that strengthens employer pipelines while providing students with meaningful, sustainable career opportunities.

The symposium welcomed high-school, postsecondary, and district administrators, along with employer partners, CareerSource South Florida representatives, and community-based organizations, all united by a shared mission: ensuring that every M-DCPS student graduates with the skills, credentials, and real-world experience needed to thrive in today’s diverse economy. As OPCTE Assistant Superintendent Mr. René Mantilla concluded, “Our collective strength lies in partnership. When education, industry, and community unite, we don’t just prepare students for jobs—we prepare them for successful lives.”

“Our collective strength lies in partnership. When education, industry, and community unite, we don’t just prepare students for jobs, we prepare them for successful lives.”

— René Mantilla,
Assistant Superintendent

The event reaffirmed Miami-Dade County Public Schools’ commitment to advancing workforce readiness through innovation, collaboration, and alignment with local industry needs—ensuring that South Florida’s students and employers continue to move forward together. ■



Measuring Success: M-DCPS Students & Instructors Earn Their First NC3 Certification

As of November 2025, a total of 49 participants — including students and instructors across Miami-Dade County Public Schools (M-DCPS) — have achieved a major milestone by earning their first National Coalition of Certification Centers (NC3) credential: the Precision Measuring Instruments (PMI) Level 1 – Tape & Rule Measurement .

This first round of certifications represents students from automotive and diesel CTE and apprenticeship programs, as well as instructors from multiple relevant trades, including construction, manufacturing, and other transportation programs. Collectively, these participants are setting a new standard for excellence across M-DCPS technical and apprenticeship pathways — demonstrating that precision, quality, and craftsmanship are foundational to every skilled trade.

Developed through a partnership between Snap-on, Starrett, and NC3, the Precision Measuring Instruments Certification equips participants with what NC3 calls “tools for life.” Precision measuring is the cornerstone of quality in every major industry — from engineering and manufacturing to aerospace, power generation, and natural resources. By mastering these core skills, M-DCPS students and instructors are strengthening their technical proficiency and expanding their opportunities for high-wage, high-demand careers in South Florida’s evolving economy.

The Snap-on Precision Measuring Instruments Certification is more than a classroom lesson — it’s a hands-on experience that builds accuracy, discipline, and confidence. Participants learn to properly handle, read, and maintain precision tools such as tapes, rules, and calipers, while

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NC3 Certifications Earned as of Nov. 2025!

PMI 1 MILESTONE!

*49 Certified in Tape & Rule Measurement!
Congratulations!*

Antonio Vazquez * Lazaro Angel-Bello *
Romeo Pyram * Stephen Viera * Isaac
Mcintyre * Mackenson Joseph * Lucas
Cereceda * Medardo Florentino * Nathan
Lee * Ronaldo Galeas * Marvin Lucas-Joj *
Christopher Churchman * Corey Rodriguez
* Michael Regalado * Alfredo Vasquez *
Conner DelCorral * Omar Crespo * Danny
Gasca * Matthew Fernandez * Marco
Martinez * Rafael Lucas-Murillo * Jonathan
Heinich * Anthony McGruder * Samuel
Satorre * Nelson Berrios * Blake Berrios *
Daniel Martinez * Nyasia Lubin *
AlanCordero * Jonathan Valdesprietto *
Alexander Rubio-Chavez * Christopher
Roman * Chico Young * Gianni Cortes *
Mario Miguel * Anthony Quintana * Khalil
Houston * Katherine Fernandez * Elias
Diaz * Ronny Alcantara * Yilbert Delacerda
* Jose Rocha * Damian Martinez * Terell
Johnson * Evan Butler * Ronald Miranda *
Randal Holmes * Pedro Perez * Howard
Carter



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Measuring Success: M-DCPS Students & Instructors Earn Their First NC3 Certification



gaining a deep understanding of measurement accuracy and tool calibration. They also demonstrate key competencies such as understanding safety guidelines, identifying tool features and variations, and performing accurate field checks — all essential for maintaining quality standards in real-world work environments.

The certification is organized into six progressive modules, each representing a stand-alone credential. Module 1 – Tape and Rule Measurement, the first earned by M-DCPS students and instructors, lays the foundation for future modules that advance into calipers, micrometers, and more complex measurement systems. Each module builds on the last, reinforcing skills that are essential to careers in engineering, advanced manufacturing, and technical service industries.

This accomplishment marks a significant step in M-DCPS's ongoing effort to embed industry-recognized, stackable credentials across its Career and Technical Education and apprenticeship programs. By integrating NC3 certifications into the curriculum, the district ensures that both students and instructors remain at the forefront of industry expectations — trained not only in trade-specific skills but also in the universal language of precision.



Looking ahead, M-DCPS will continue expanding NC3 offerings districtwide. Additional certifications — including Torque Fundamentals, Multimeter Usage, Battery Starting & Charging Systems, additional Precision Measurement certifications, and more will be made available to students and instructors reinforcing the district's commitment to high-quality, industry-aligned education. Through this initiative, M-DCPS continues to strengthen the bridge between education and employment — preparing both learners and educators with the technical precision and professional mindset needed to succeed in the global marketplace. ■



POWERUP

FEATURE ARTICLE

The Retention Blueprint: How Smart Companies Grow Talent from Within

Every employer understands the cost of losing good people. It's not just the expense of recruiting and retraining—it's the loss of productivity, culture, and momentum.

Across Miami-Dade County, many companies are feeling that strain. They're hiring, training, and watching new employees walk out the door months later.

At the same time, Miami-Dade County Public Schools (M-DCPS) has built one of Florida's most successful apprenticeship pipelines, supplying highly trained, career-ready talent in critical industries like automotive, diesel, marine technology, pharmacy, healthcare, and more.

The programs are working. Apprentices are graduating well-prepared, certified, and motivated. Yet in some workplaces, retention remains a challenge, particularly in the first year after completion.

So, what's happening? The answer often lies not in the apprentice, but in the workplace environment they enter.

When Skills Meet Culture

Many of today's apprentices are entering industries where long-standing traditions meet modern methods. They bring fresh knowledge, up-to-date training, and a drive to excel, but

sometimes, their energy clashes with entrenched habits.

Mentors and lead technicians are the backbone of every company. They carry years of experience, but not all have had formal leadership training. Some may find new apprentices' confidence intimidating; others may simply not know how to coach a younger generation that's been trained differently.

The result? Apprentices who are technically capable—but emotionally disconnected from their teams. And when engagement fades, retention follows.

The good news is that culture can be built, and mentorship is the blueprint.

Building Stronger Mentorship from the Inside Out

To help employers bridge this gap, the M-DCPS Apprenticeship Team now offers customized mentorship and leadership development programs designed around each company's workforce, structure, and goals.

These are not generic workshops. They are employer-branded, business-driven solutions developed in collaboration with your leadership

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The Retention Blueprint: How Smart Companies Grow Talent from Within

and HR teams to address real challenges on your shop floor, in your service bays, or across your departments.

Our process includes:

- **Assessment:** We meet with management and employees to identify sources of turnover, conflict, or communication breakdown.
- **Design:** We co-create short, targeted training modules (monthly, quarterly, or on demand) that reflect your company's specific culture and workforce goals.
- **Delivery:** Trainings are branded with your company identity and can be offered onsite, virtually, or through hybrid formats.
- **Follow-up:** We help evaluate outcomes through surveys, retention data, and mentor feedback.

The goal is simple: turn supervisors into mentors, mentors into leaders, and workplaces into communities where people choose to stay.

Why It Pays to Invest in Mentorship

Companies with structured mentorship and professional learning systems consistently outperform those without them. They experience higher morale, fewer conflicts, and dramatically lower turnover. More importantly, they build a reputation as employers of choice, attracting stronger candidates while spending less on recruitment.

By working with M-DCPS, employers gain access to a district-wide network of educational and industry experts who understand both sides of the equation: how people learn and how industries operate.

Together, we can turn the soft skill of mentoring into the hard ROI of retention. ■

*Your next competitive advantage starts
with the people you already have.
Take action today!*

Build Your Own Retention Blueprint

Customized, Employer-Branded Mentorship and Leadership Training



The M-DCPS Apprenticeship Team Will Help You:

- Diagnose turnover and communication challenges
- Assess your existing mentorship culture
- Design site-specific training modules that fit your operations
- Develop a branded "Mentor Academy" or "Leadership Essentials" program unique to your company

Sample Modules :

- Coaching the Next Generation
- From Expert to Mentor: Turning Skills into Influence
- Leading Without Intimidating
- Building Respectful Workplaces in High-Pressure Industries
- Conflict to Collaboration: Communication That Retains Talent

Business Results You Can Expect:

- Higher employee retention and morale
- Lower onboarding and training costs
- Stronger mentor-apprentice relationships
- A sustainable internal pipeline of future leaders



The evolution of Remote care

Innovating Health Science Instruction – Spotlight on GAL3N and the Evolution of Remote Patient Care

As healthcare continues to evolve, so must the way we prepare the next generation of medical professionals. At this year's 2025 M-DCPS ELITE Postsecondary Educators' Conference, health science instructors participated in a hands-on session led by GAL3N Health, exploring how new telehealth technologies are transforming patient care — and how those same tools can enrich instruction within Miami-Dade County Public Schools' (M-DCPS) apprenticeship programs.

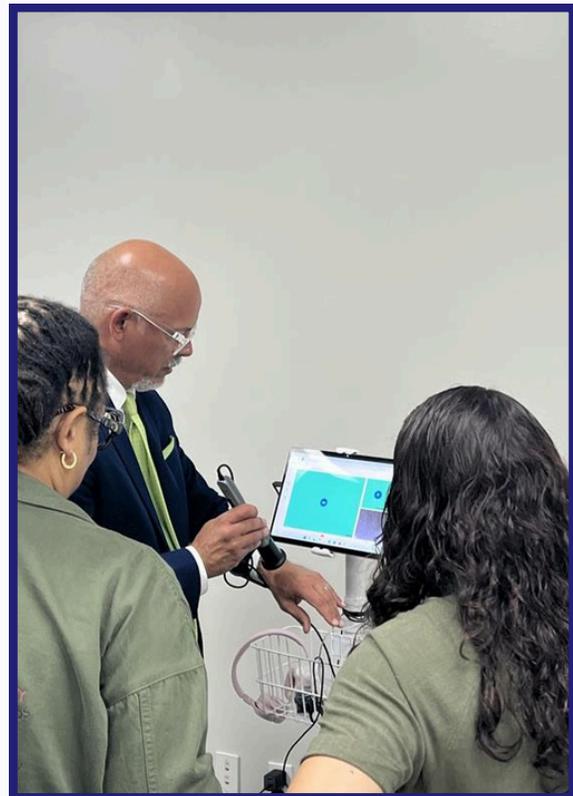
GAL3N is a web-based healthcare platform that enables fully remote patient examinations using FDA-approved diagnostic peripherals and HIPAA-compliant software. Its design allows caregivers to activate digital medical instruments, transmit data in real time to remote physicians, and conduct complete telehealth consultations that meet all federal regulatory standards. Providers can connect from their offices while patients remain in their homes or clinics — even in remote locations or areas with low-bandwidth connectivity.

During the training, M-DCPS instructors learned how platforms like GAL3N are reshaping the clinical landscape. The system allows for digital documentation, e-prescribing, and integration

with Electronic Health Records (EHR), while also supporting remote family participation and translation services for more inclusive care. For educators, the session demonstrated how these capabilities are redefining what it means to deliver high-quality healthcare in a digital environment.

Building on our new partnership, GAL3N has joined M-DCPS as one of the district's newest Medical Assistant Apprenticeship partners—an enormous opportunity for apprentices to gain

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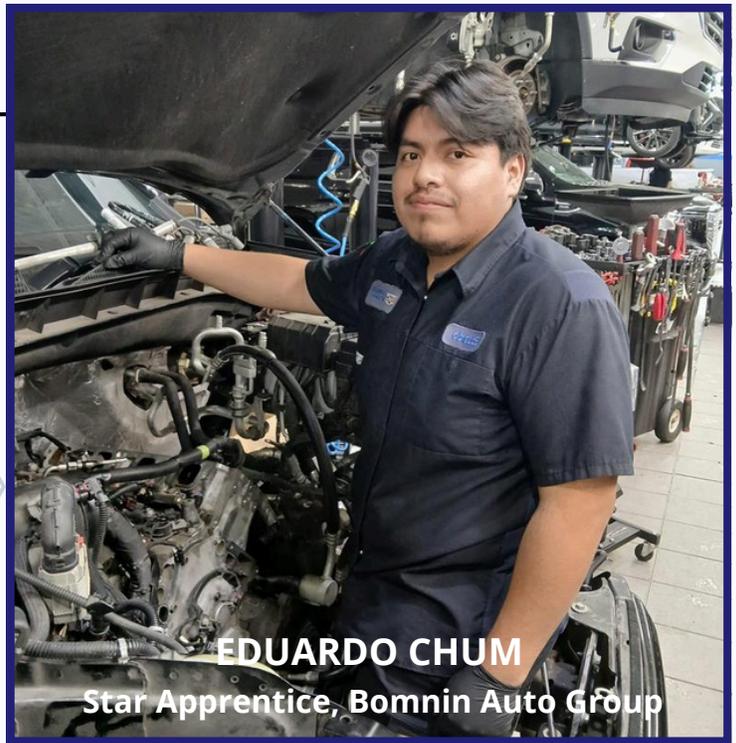


Driven to Excel: Eduardo Chum Powers Ahead at Bomnin Auto Group

For Eduardo Chum, cars have always been more than machines—they've been his passion since childhood. Born and raised in Miami to a father from Mexico and a mother from Guatemala, Eduardo grew up watching family members repair cars and trucks, sparking a fascination with how things work. As one of six children, he learned early the value of hard work, responsibility, and perseverance—qualities that now define him as one of the district's most promising apprentices.

Before joining Bomnin Auto Group, Eduardo worked in his family's landscaping and property maintenance business, where he refined his mechanical intuition and hands-on problem-solving skills. He later enrolled at Robert Morgan Educational Center & Technical College to study Automotive Service Technology, immersing himself in the fundamentals of vehicle systems, diagnostics, and repair. His long-standing admiration for General Motors vehicles and his curiosity for innovation fueled his ambition to master the craftsmanship behind GM products.

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EDUARDO CHUM
Star Apprentice, Bomnin Auto Group

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Innovating Health Science Instruction – Spotlight on GAL3N and the Evolution of Remote Patient Care

direct experience with state-of-the-art telehealth systems used in hospitals, clinics, and remote care environments across the globe. Through this partnership, apprentices will not only practice traditional clinical skills such as patient intake, vital signs, and specimen collection, but also learn to operate connected diagnostic devices, support remote consultations, and manage data flow within virtual care platforms.

By introducing both instructors and apprentices to cutting-edge tools such as GAL3N's platform, M-DCPS is reinforcing its commitment to providing industry-aligned, forward-thinking instruction. The district's apprenticeship programs continue to evolve alongside medical technology, blending traditional competencies with innovations that improve patient outcomes and expand access to care. This partnership ensures that M-DCPS graduates enter the workforce not only as capable medical assistants, but as confident contributors in a healthcare environment where telehealth, digital diagnostics, and virtual care coordination are rapidly becoming the standard of care. ■



A New Era In Workforce Readiness

Powering Up Professional Growth: Highlights from the 2025-26 ELITE Conference

The 2025-26 M-DCPS ELITE Postsecondary Educators' Conference brought together more than 400 Career and Technical Education (CTE) and apprenticeship instructors, directors, and district leaders for a full day of innovation, collaboration, and professional learning.

The event was launched by Superintendent of Schools Dr. José L. Dotres, a longtime champion for postsecondary education whose vision continues to drive Miami-Dade County Public Schools' commitment to workforce readiness and lifelong learning.

This year's theme, "Powering Up," reflected the district's commitment to recharging programs with new energy, technology, and purpose. Educators explored strategies for aligning instruction with industry standards, integrating artificial intelligence and virtual reality into CTE programs, and building stronger connections between technical colleges, apprenticeships, and local employers.

The conference opened with an inspiring keynote address by Scott Hansel, Chief Executive Officer of Chapman Partnership. In his remarks, Hansel spoke about the



SCOT HANSEL
Keynote Speaker, CEO
Chapman Partnership



organization's efforts to empower individuals through workforce development and self-sufficiency initiatives, underscoring the shared mission between Chapman Partnership and M-DCPS to create pathways that transform lives through education, training, and opportunity. His message resonated deeply with attendees, setting a tone of purpose and unity for the day.

For the first time, ELITE featured dedicated sessions for CTE and apprenticeship instructors, offering hands-on training directly connected to district programs and employer partnerships. Participants earned NC3 Precision Measuring Instruments certifications, attended leadership and mentorship workshops, and joined interactive breakout sessions on topics ranging from program innovation to workplace culture and team development.

Health science instructors also engaged in an interactive telehealth training led by GAL3N Health, one of M-DCPS's newest Medical Assistant Apprenticeship partners, which demonstrated how connected healthcare technology is transforming both patient care and clinical education.

ELITE continues to serve as a cornerstone of professional excellence, empowering our educators to stay ahead of workforce trends and equipping them with tools to prepare students for success in a changing world. ■

Elite

2025-2026

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Driven to Excel: Eduardo Chum Powers Ahead at Bomnin Auto Group

It was during a career fair at Robert Morgan Technical College that Eduardo discovered the Bomnin Auto Group/M-DCPS Automotive Service Technology Registered Apprenticeship Program—an opportunity that would turn his passion into a career. Impressed by his technical knowledge and strong work ethic, Bomnin selected Eduardo as an apprentice at Bomnin Cadillac/Chevrolet of Homestead through South Dade Technical College, where he now trains alongside master technicians in a professional service environment.



Eduardo quickly distinguished himself for his precision, discipline, and professionalism. He actively seeks opportunities to learn from senior technicians, mastering complex diagnostic procedures and tackling difficult repairs with confidence and care. His attention to detail ensures every vehicle is returned to customers in top condition, reflecting both the high standards of Bomnin Auto Group and the quality training provided through Miami-Dade County Public Schools' apprenticeship programs.

“Eduardo is professional, prepared, and team-minded. He sets a new standard for apprentice excellence.”

— Alan Mejía, Instructor

Equally impressive is Eduardo's proactive mindset—he researches the latest automotive technologies, identifies potential issues before they become major problems, and supports his teammates with enthusiasm and humility.

Eduardo's story represents what the M-DCPS Apprenticeship Program is all about: creating pathways where passion meets opportunity. His journey from the classroom to the service bay is a testament to how hard work, mentorship, and education can accelerate careers—and drive the next generation of South Florida's skilled automotive workforce. ■



Power up your workforce.

**PARTNER
WITH
M-DCPS TO
TRAIN,
RETAIN, &
GROW YOUR
TALENT.**

Contact your Apprenticeship Team Today! 305-558-8000



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Federal and State Laws

The School Board of Miami-Dade County, Florida adheres to a policy of nondiscrimination in employment and educational programs/activities and strives affirmatively to provide equal opportunity for all as required by:

Title VI of the Civil Rights Act of 1964 - prohibits discrimination on the basis of race, color, religion, or national origin.

Title VII of the Civil Rights Act of 1964 as amended - prohibits discrimination in employment on the basis of race, color, religion, gender, or national origin.

Title IX of the Education Amendments of 1972 - prohibits discrimination on the basis of gender.

Age Discrimination in Employment Act of 1967 (ADEA) as amended - prohibits discrimination on the basis of age with respect to individuals who are at least 40.

The Equal Pay Act of 1963 as amended - prohibits gender discrimination in payment of wages to women and men performing substantially equal work in the same establishment.

Section 504 of the Rehabilitation Act of 1973 - prohibits discrimination against the disabled.

Americans with Disabilities Act of 1990 (ADA) - prohibits discrimination against individuals with disabilities in employment, public service, public accommodations and telecommunications.

The Family and Medical Leave Act of 1993 (FMLA) - requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to "eligible" employees for certain family and medical reasons.

The Pregnancy Discrimination Act of 1978 - prohibits discrimination in employment on the basis of pregnancy, childbirth, or related medical conditions.

Florida Educational Equity Act (FEEA) - prohibits discrimination on the basis of race, gender, national origin, marital status, or handicap against a student or employee.

Florida Civil Rights Act of 1992 - secures for all individuals within the state freedom from discrimination because of race, color, religion, sex, national origin, age, handicap, or marital status.

Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA) - prohibits discrimination against employees or applicants because of genetic information.

Boy Scouts of America Equal Access Act of 2002 - no public school shall deny equal access to, or a fair opportunity for groups to meet on school premises or in school facilities before or after school hours, or discriminate against any group officially affiliated with Boy Scouts of America or any other youth or community group listed in Title 36 (as a patriotic society).

Veterans are provided re-employment rights in accordance with P.L. 93-508 (Federal Law) and Section 295.07 (Florida Statutes), which stipulate categorical preferences for employment.

In Addition:

School Board Policies 1362, 3362, 4362, and 5517 - Prohibit harassment and/or discrimination against students, employees, or applicants on the basis of sex, race, color, ethnic or national origin, religion, marital status, disability, genetic information, age, political beliefs, sexual orientation, gender, gender identification, social and family background, linguistic preference, pregnancy, citizenship status, and any other legally prohibited basis. Retaliation for engaging in a protected activity is also prohibited.

For additional information contact:

Office of Civil Rights Compliance (CRC)

District Director/Title IX Coordinator

155 N.E. 15th Street, Suite P104E

Miami, Florida 33132

Phone: (305) 995-1580 TDD: (305) 995-2400 Fax: (305) 995-2047

Email: crc@dadeschools.net



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